

Hispanic Representation and Match Outcomes in Orthopedic Surgery:

An Analysis of NRMP Data

Montani, M.D. BS¹; Poalasin, V. BS¹; Vosbikian, M. MD¹; Beebe K. MD¹

¹Rutgers, New Jersey Medical School

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Introduction: Orthopedic surgery remains among the least ethnically diverse medical specialties in the United States. Prior research has shown persistent underrepresentation of Hispanic trainees across career stages compared to non Hispanics. This study examines NRMP Match data from 2022 to 2025 to evaluate where the field currently stands regarding Hispanic representation and to identify where opportunities for improvement exist.

Methods: Publicly available NRMP Match data was analyzed for the years 2022 to 2025. For both Hispanic and Non-Hispanic applicants, we tabulated the number of applicants who applied to orthopedic residency, the number of successful matches, the percent share of the total applicant and match pool, the match rate, and the internal parity index. Finally, we calculated the relative risk of matching into orthopedic residency as a Hispanic applicant, using Non-Hispanic applicants as the reference group, along with the 95% CI and p values. All calculations, including 95% confidence intervals and p values, were performed using Microsoft Excel.

Results: Hispanic applicants increased from 106 to 162 between 2022 and 2025, representing 9%–13% of the applicant pool, while non-Hispanic applicants remained steady (1,063–1,129; 87%–91%). Hispanic matches ranged from 86–118 (8%–11% of the match pool) with match rates of 73%–83%, compared with 83%–88% for non-Hispanic applicants. Across all four years, Hispanic applicants matched at lower rates, reflected by parity indices of 0.88–0.95 versus 1.01–1.02 for non-Hispanic applicants. Relative risk of matching as a Hispanic applicant ranged from 0.86–0.95 and was significantly lower in 2022 (p=0.016), 2025 (p<0.001), and cumulatively across all four years (RR=0.91, 95% CI 0.86–0.95, p<0.001).

Discussion: From 2022 to 2025, Hispanic applicants were significantly less likely to match into orthopedic surgery than non-Hispanic applicants. Despite rising representation in the applicant pool, disparities in match outcomes have persisted and widened, indicating that increased diversity at entry does not translate into equitable selection. These findings highlight that diversity efforts in orthopedic residency selection should be directed at targeted, multi-level interventions. Such efforts include structured holistic review, diversified selection committees, expanded identity-concordant mentorship, and transparent program-level equity metrics to drive measurable gains in diversity.

Significance/Clinical Relevance: This study quantifies trends in Hispanic representation and matching outcomes within orthopedic surgery, providing data driven insight into whether disparities persist at the point of residency selection for applicants of Hispanic heritage. This helps to inform ongoing efforts to promote equity and diversity within the orthopedic workforce.

References:

1. National Resident Matching Program. (2025) *Charting Outcomes: Demographic Characteristics of Applicants in the Main Residency Match and Soap*. <https://www.nrmp.org/match-data/2025/05/charting-outcomes-demographic-characteristics-of-applicants-in-the-main-residency-match-and-soap/>

Figures And Tables

Year	Ethnicity	Applicants (% Share)	Matched (% Share)	Match Rate (%)	Parity Index	RR (95% CI)	p-value
2022	Hispanic	116 (9%)	86 (8%)	74	0.9	0.89 (0.80–1.00)	0.016
	Non-Hispanic	1,114 (91%)	926 (92%)	83	1.01	Reference	
2023	Hispanic	106 (9%)	88 (8%)	83	0.95	0.94 (0.86–1.03)	0.126
	Non-Hispanic	1,129 (91%)	995 (92%)	88	1.01	Reference	
2024	Hispanic	128 (11%)	106 (10%)	83	0.95	0.95 (0.87–1.03)	0.129
	Non-Hispanic	1,063 (89%)	931 (90%)	88	1.01	Reference	
2025	Hispanic	162 (13%)	118 (11%)	73	0.88	0.86 (0.78–0.95)	<0.001
	Non-Hispanic	1,095 (87%)	923 (89%)	84	1.02	Reference	
2022–2025	Hispanic	512 (10%)	398 (10%)	78	0.92	0.91 (0.86–0.95)	<0.001
	Non-Hispanic	4,401 (90%)	3,775 (90%)	86	1.01	Reference	
Total		4,913 (100%)	4,173 (100%)	85			

Table 1: NRMP Match Data for Hispanic and Non Hispanic Applicants (2022-2025).